

M E M O R A N D U M

To: All Full-Time Faculty

From: Gary Johnston, Secretary to the Faculty Senate

Date: 6 April 81

Re: Faculty Senate Meetings of April 13, 1981 - U.C. Theatre 3:30 pm  
and April 15, 1981 - U.C. Room 108 3:00 pm

AGENDA

- I. Call to Order
- II. Approval of Minutes
- III. Additions or Deletions from the Agenda
- IV. President's Report
- V. Committee Reports
  - A. Curriculum, T. Cate, Chair
    - 1. Honors Program
  - B. Professional Concerns, C. Widmer, Chair
    - 1. Faculty Handbook
  - C. Budget, D. Snyder, Chair
    - 1. Salary Study
  - D. Benefits, L. Giesmann, Chair
    - 1. Dental Benefits
- VI. Adjournment

MINUTES OF THE FACULTY SENATE

April 15, 1981

Senators Present:

M. Clark	L. Giesmann
M. Gray	A. Miller
G. Johnston	D. Pearce
J. Kinne	F. Stallings
R. Peterson	R. Vitz
M. Osborne	E. Weiss
P. Moore	R. Bruno
L. Schultz	T. Cate
L. Noyd	J. Fouche
B. Renz	R. Snyder
V. Hicks	C. Widmer
J. Wainscott	D. Elder
J. Bushee	

Senators Absent without Alternates:

R. Ward	F. Steely
J. Ohren	D. Kelm
P. Joseph	J. Miller
R. Mauldin	D. Bennett
G. Goedel	K. Cooper

Guests Present:

Terry McNally for Doris Brett  
Arthur Kaplan, Dean of Professional Studies  
Greg Schulte, Personnel  
Lyle Gray, Provost  
Michael Klembara, Chair., Honors Task Force  
Jeffrey Williams, Faculty Regent  
Warren Corbin, Chair., Education Department

VI. Senate Meeting convened.

Jim Fouche reconvened the meeting April 15, 1981, 3:05 p.m.

Agenda items remaining from April 13th, 1981:

1. Salary Study
2. Dental Benefits Proposal
3. Faculty Handbook

VII. Budget Committee, Dick Snyder, Chair.

Dick Snyder presented the salary study report. Supporting data was gathered from benchmark institutions and the AAUP. The report was followed by recommendation based on the data accumulated.

A poll was taken on whether to vote on the document as a whole or to consider each section separately. In favor of the document as a whole - 10, for each section - 15.

Part II of the report, recommendations for 1981/1982, was considered first. This part was voted upon on three subdivided sections.

Section 1 A motion was made to divide the forthcoming 9% salary increase into 60% across the board and 40% merit instead of 80%/20%. The motion failed 8 to 17.

After considerable discussion, Section 1a as presented (80% across the board raises, 20% merit) carried 22 to 3.

A recommendation was made that the 80% of the total across the board raise be distributed in equal dollar amounts. In favor - 18, no - 5, abstentions 2.

Section 1b (the remaining 20% available funds should be allocated by the Provost for merit compensation on a University wide basis) -. Approved.

Section 2a,b, and c.- Approved as presented.

Section 3 - Peter Moore recommended the deletion of the word Kentucky. Debra Pearce seconded. Item III was approved with the deletion.

A resolution was introduced by Larry Giesmann thanking the administration for their cooperation in making information relevant to the salary report available to the Senate. The motion was seconded by Gary Johnston and was approved by the Senate.

It was moved that the overview section of the report be included with the recommendations and that the document be presented to the administration. The motion carried 18 to 3 with no abstention.

VIII - Faculty Benefits - Larry Giesmann, Chair.

Larry Giesmann presented the Faculty Benefits Committee recommendation that the University provide for each full-time faculty member a dental insurance plan with the following provisions:

- 1) coverage of preventive, basic, and major dental services (as commonly defined by carriers of dental insurance)
- 2) a deductible amount of \$25.00 per individual per calendar year
- 3) a maximum coverage amount of \$1,000 per individual per calendar year.
- 4) an option for family coverage

The dental benefits package as presented was approved by the Senate.

IX - Professional Concerns - Connie Widmer, Chair.

Faculty Handbook

At the April 13, 1981 session a motion was made to table consideration of the handbook until the May 4th meeting. A motion was made by Jean Wainscott to take that motion off the table and put it on the floor. The motion carried.

The motion (to consider the document on May 4th) failed.

Jonathan Bushee then moved that the Senate reconvene Monday April 20th at 3:00 p.m. to consider the Faculty Handbook and that appropriate announcement be given to all Senators. The motion carried.

The meeting was recessed until April 20, 1981, 3:00 p.m.

Gary Johnston, Secretary to the Faculty Senate



PART I

REPORT ON FACULTY SALARIES:  
AN OVERVIEW WITH RECOMMENDATIONS

OVERVIEW

When comparing Northern Kentucky University to its thirty benchmark institutions established by the Kentucky Council on Higher Education, the average salary for non-law school faculty at Northern is significantly below the average for its benchmark institutions. For the 1978 and 1979 academic years the average non-law faculty salary at Northern ranked thirtieth (30) out of the thirty-one (31) benchmark institutions. In 1978 the average non-law faculty salary at Northern was \$16,844, which was \$4,589 (or 21.4%) below Cleveland State University, the highest ranked institution, and \$1,862 (or 10.0%) below Eastern Kentucky University, the highest ranked among the Kentucky benchmark institutions. In 1979 Northern maintained its rank of thirtieth (30) but lost ground in terms of dollars and percentages. Northern's average 1979 non-law faculty salary of \$17,588 was \$5,315 (or 23.2%) below Cleveland State and \$2,140 (or 10.8%) below Eastern Kentucky. Northern's increase in average non-law faculty salary of \$744 from 1978 to 1979 was next to the smallest of all the thirty-one (31) benchmarks, \$1,131 (or 60.3%) below the highest increase of East Tennessee State. Cleveland State and Eastern Kentucky had increases of \$1,470 and \$1,022, respectively.

The law faculty at Northern has maintained a strong salary position in relation to the benchmark institutions with law schools, both Cleveland State and Memphis State. For the 1978 and 1980 academic years the law faculty at Northern have had the second highest average salary. In 1978 Northern's average salary of \$28,071 was only \$221 (or 0.78%) behind Cleveland State while \$2,246 (or 8.7%) ahead of Memphis State. Northern's 1980 average law faculty salary of \$33,100 is \$1,522 (or 4.8%) behind Cleveland State but ahead of Memphis State by \$1,746 (or 5.6%). While having the lowest average salary in 1979, it was only \$1,712 (or 5.6%) below Cleveland State and \$317 (or 1.1%) below Memphis State. Northern's increase in average law faculty salary for the 1978 and 1979 academic years was \$666 (or 2.4%) and \$4,363 (or 15.2%), respectively.

PART I -continued-

OVERVIEW

Of particular concern is Northern's relatively large and growing disparity between law and non-law faculty average salaries when comparison is made with the appropriate benchmark Institutions. For 1980 the difference at Northern is \$13,962, while the differences at Memphis State and Cleveland State are significantly smaller, \$9,253 and \$8,621, respectively. (See Table 1). From 1979 to 1980 the difference increased \$2,813 (or 25.2%) at Northern while increasing only \$606 (or 7.0%) at Memphis State and \$1,075 (or 14.3%) at Cleveland State. Northern's 1980 difference between law and non-law average faculty salary of \$13,962 is \$5,341 (or 62.0%) greater than that of Cleveland State and \$4,709 (or 50.9%) greater than Memphis State.

When only continuing faculty are considered, the difference between average salary for law and non-law faculty at Northern increases. As shown in Table II, for 1980 the difference for continuing faculty at Northern is \$14,372, an increase of \$410 over the \$13,962 difference for all faculty. The increase in average salary from 1979 to 1980 of \$1,854 for continuing non-law faculty is 50.3 percent of the \$3,685 increase for law faculty. For continuing full professors, the increases from 1979 to 1980 are \$3,884 and \$1,827 for law and non-law faculty, respectively. This represents an increase for law faculty which is 2.13 times greater than the increase for non-law faculty. At the associate level the increase for law faculty is 2.10 times greater than for non-law while the increase at the assistant professor rank is 1.44 times greater.

In conclusion, the above data clearly indicate that there is a dual salary structure at Northern Kentucky University. A segment of the faculty has received salaries which are commensurate with the appropriate benchmark institutions. This is to be applauded. However, a significantly larger segment of the faculty has not received compatible salary treatment and, as a consequence, is next to the lowest paid of the benchmarks. This situation is intolerable and must be corrected. Policies which raise the salaries of non-law faculty must be developed and implemented immediately.

PART I - continued-

OVERVIEW

These policies must be maintained as long as the disparities exist between non-law salaries at Northern and non-law salaries at the benchmark institutions.

TABLE I: 1980 Average Salary for Law and Non-Law Faculty of Benchmark Institutions. (Adjusted for 3 months)

Institution	Average Salary		
	N.K.U.	Cleveland State	Memphis State
Law	\$32,100	\$24,622	\$21,154
Non-law	19,138	26,001	22,181
Difference	12,962	-8,621	-9,123
Difference as percentage of average non-law faculty salary	72.8	-32.8	-41.2



OVERVIEW

TABLE I: 1980 Average Salary for Law and Non-Law Faculty of Benchmark  
Institutions. (Adjusted for 9 months)

Institution Average Salary			
	N.K.U.	Cleveland State	Memphis State
Law	\$33,100	\$34,622	\$31,354
Non-Law	19,138	26,001	22,101
Difference	13,962	8,621	9,253
Difference as percentage of average non-law faculty salary	72.8	33.2	41.9



OVERVIEW

TABLE II: 1979 and 1980 Average Continuing Faculty Salaries at Northern Kentucky  
University for Law and Non-Law Faculty by Rank. (Adjusted for 9-months)

(1)	(2)	(3)	(4)
Professorial			Difference
Rank	1979	1980	(3) - (2)
<u>Full Professor</u>			
Law	\$32,756	\$36,640	\$3,884
Non-Law	23,063	24,890	1,827
Difference	9,693	11,750	2,057
<u>Associate Professor</u>			
Law	28,678	32,950	4,272
Non-Law	19,676	21,707	2,031
Difference	9,002	11,243	2,241
<u>Assistant Professor</u>			
Law	25,000	27,600	2,600
Non-Law	15,686	17,496	1,810
Difference	9,314	10,104	790
<u>Instructor</u>			
Law	-	-	-
Non-Law	13,063	15,025	1,962
<u>All Faculty</u>			
Law	30,126	33,811	3,685
Non-Law	17,585	19,439	1,854
Difference	12,541	14,372	1,831

PART II

RECOMMENDATIONS: 1981/1982

The following recommendations are based on faculty attitudes on salaries as expressed in the March 1981 questionnaire as well as on the data presented in the overview portion of this report.

In the Spring 1980 report on faculty salary the Budget Committee recommended, "immediate adjustments be made in Northern Kentucky University's salary policy to reflect an equitable salary structure for members of its faculty." The difference in average salary between law and non-law faculty was \$11,149 in 1979/80 and \$13,962 in 1980/81. This represents an increase of \$2,813. This 25.2 percent increase in salary differential exacerbates an already critical problem - a salary spread of \$13,962 at Northern compared to an average spread of \$8,937 at benchmark institutions. The Faculty Senate therefore recommends development of a salary policy at Northern that brings this salary spread in line with our benchmarks.

Specifically, we recommend the following:

1. That 1981/82 salary increases for all continuing faculty who have performed satisfactorily be allocated according to the following formula:

- (a) Eighty percent (80%) of all funds available to the University which could be allocated to increasing faculty salaries be divided among all faculty in an equal across-the-board dollar amount. (For example, if \$600,000 is available to increase the salaries of 250 qualifying continuing faculty for the University as a whole, eighty percent (\$480,000) be distributed in an equal across-the-board dollar amount of \$1,920 per faculty member.)

- (b) The remaining twenty percent (20%) of available funds be allocated, by the Provost, for merit compensation on a University-wide basis.

PART II -continued-

2. That a University-wide salary policy be developed by the Budget Committee of the Faculty Senate in conjunction with advisory representation from the Administration. Specifically, that this policy:
  - (a) Include a consistent and equitable system for evaluation of meritorious performance,
  - (b) Include a consistent and equitable system for cost-of-living adjustment, and
  - (c) Reflect the desires of the faculty as a whole based upon data collected by the Budget Committee.

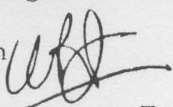
Furthermore, that this policy should be completed in time for submission to the Faculty Senate at its November 1981 meeting.

3. That the Administration seek equity funds for salary adjustments which will bring Northern's salary structure into line with the Kentucky benchmark institutions.



April 13, 1981

To: David A. Elder, Donna Bennet, Paul Joseph, members of the Faculty Senate from Chase College of Law

Fr: William R. Jones, Dean 

Some points vis-a-vis the Report on Faculty Salaries to be discussed at the Senate Meeting on Monday, April 13, 1981. Perhaps you may want to consider bringing this information before the body when the report is discussed:

1. Having been made aware of this report for the first time on Friday April 10, 1981, there is limited time to even check its accuracy.

2. I certainly support efforts by the undergraduate and graduate faculty to improve their salaries. However, it is counter-productive to attempt to improve their position by pulling the law faculty down. What usually happens with that kind of attempt is that the group who is held out as faring better may be put in a less favorable position, but seldom does it result in the other group improving their position. In addition, the group making the attempt loses whatever support they might have been able to get from the other.

3. Certainly, a comparison of salaries of similiarly situated faculty, e.g. undergraduate, at other institutions of like kind, to show that NKU undergraduate faculty have not been treated as well is appropriate. But gross comparisons mean little. There are many discrete factors that make up the total picture on faculty salaries at any institution and in any program. A true comparison will consider all of these discrete factors; factors such as percent of faculty holding terminal degrees, strength of credentials, years since terminal degree was earned, percent of faculty in each rank, years in teaching, years in rank, productivity in terms of publication, juried shows, performances, market factors, etc. NKU, being a fairly young institution may have a substantially different mix than an older institution. To get a true comparison, some institutions have developed a computer program, sometimes referred to as a regression analysis, to determine what parity really means in terms of dollars, using discrete data such as that suggested above.

4. You lose credibility when you do not have all of the facts, or, if you have them, do not present them. You also lose credibility when you compare the figures of three schools, as you did with the law schools of Cleveland State, Memphis State, and Northern Kentucky and then state that Northern Kentucky University's Chase College of Law Faculty have had the second highest salary in 1979 and 1980. Those same figures show that Chase had the second lowest faculty salaries in those same two years. In other words, the figures are meaningless. Chase College of Law is compared with 171 other law schools by its accrediting agency.

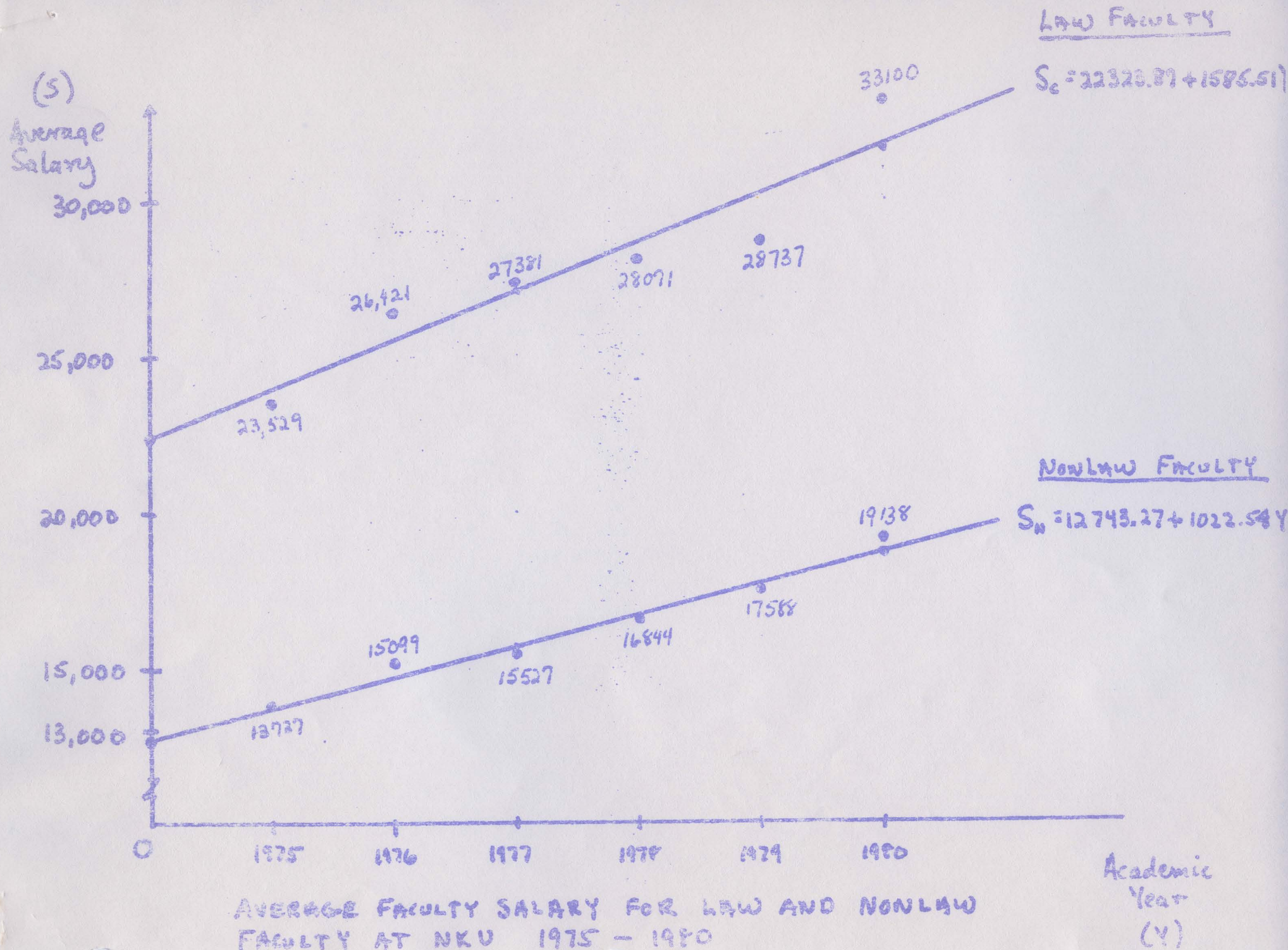
5. And, if you would like to update your data a little, Chase College of Law has lost two senior faculty members. These two senior faculty members will be replaced, if at all, at the junior level. Our base to begin 1981-1982 will thus be eroded. At this time it appears that our median salary, before adding whatever increase is authorized for 1981-82, will be reduced by \$900 and our average salary will be reduced by \$938. The reductions may be greater. This worsening of our median and average salary will carry over into 1981-82 when we are compared to other law schools.

6. Finally, the report's conclusion states "the above data clearly indicate that there is a dual salary structure at Northern Kentucky University." The data, which includes only two benchmark institutions with law schools, indicate nothing of the kind. It is irresponsible to suggest that it does. There is one thing that can be said about dual salary structures, although not from any data presented in this report. At most, if not all, institutions having professional schools such as medicine, dentistry, and law there is not only a dual salary structure, but often a four-tiered structure with law being above the undergraduate and graduate faculty, but below medicine and frequently below dentistry. Law schools have never been successful in attempting to climb the summit to have their salaries or salary increases compared to medicine and dentistry. They have been successful, at times, in improving their salary structure by comparing it with other law schools. NKU faculty would present a clearer, and more compelling argument in support of their case if they did likewise, i.e. made their comparisons, based upon complete data, with other undergraduate and graduate faculty at other institutions.

William R. Jones, Dean

WRJ/eg





AVERAGE FACULTY SALARY FOR LAW AND NONLAW  
FACULTY AT NKU 1975 - 1980



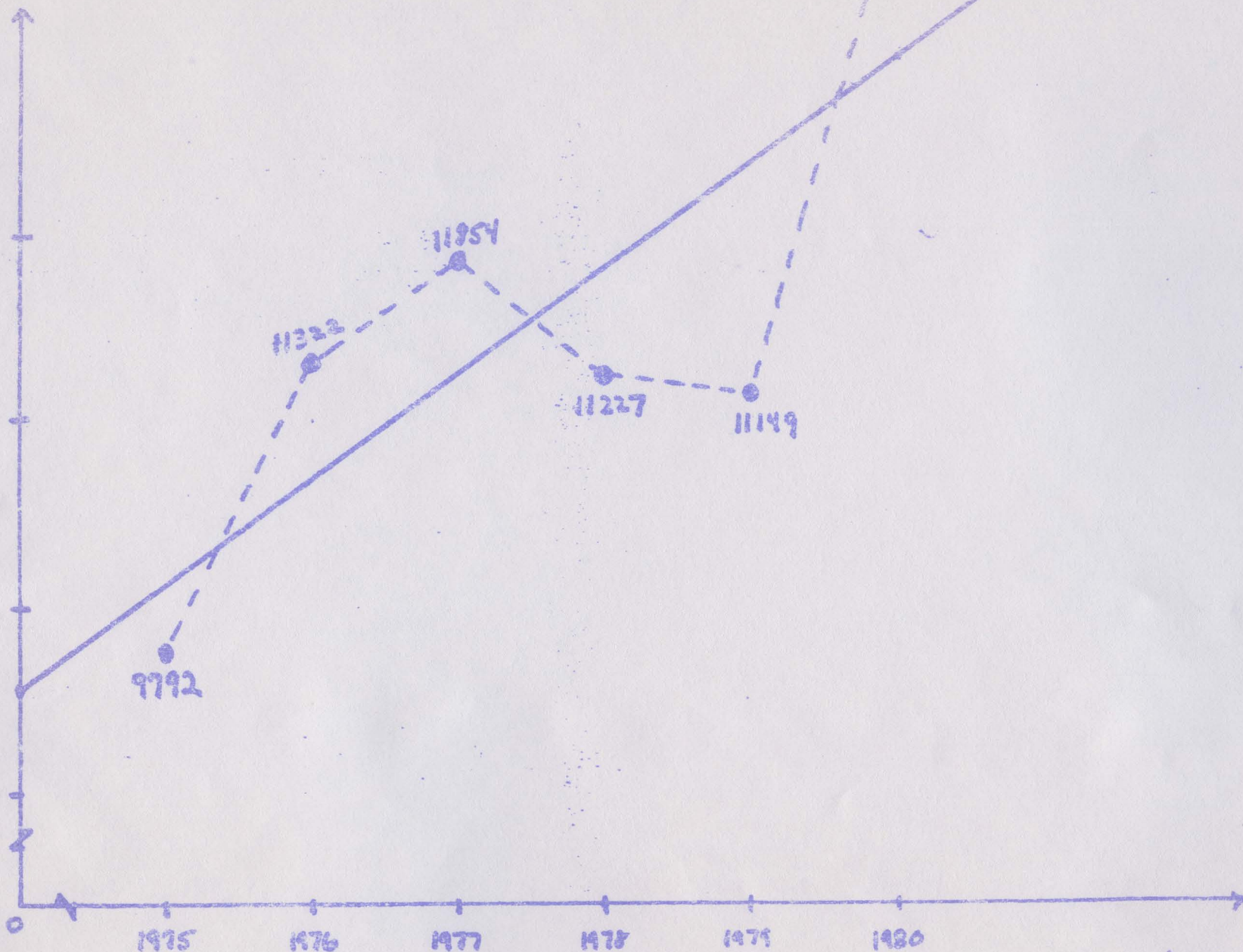
(S)  
Salary  
Difference

12,000

11,000

10,000

9,000

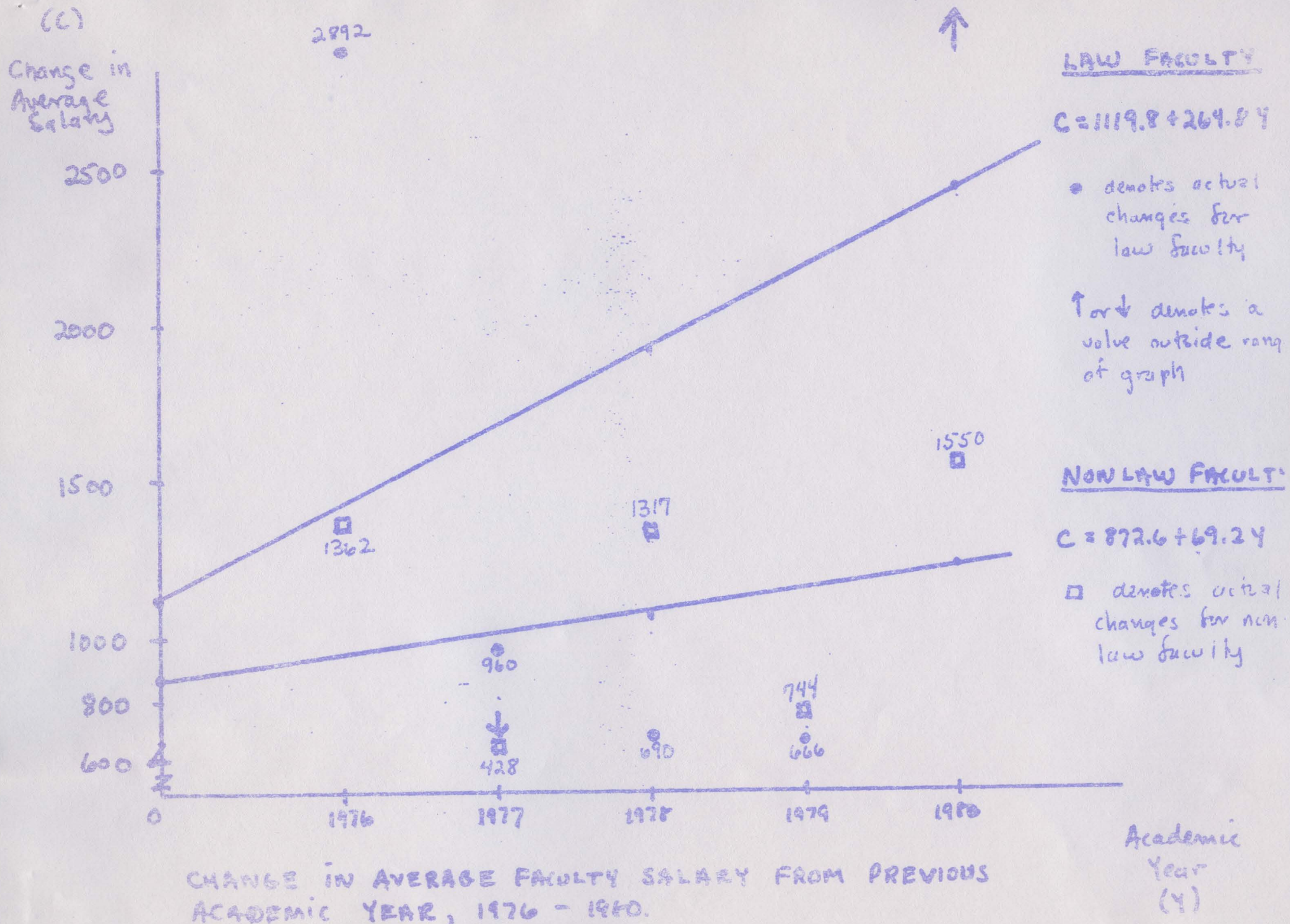


$$S = 9580.6 + 562.97Y$$

SALARY DIFFERENCE FOR LAW AND NON LAW FACULTY  
AT NKU 1975 - 1980

Academic  
Year  
(Y)

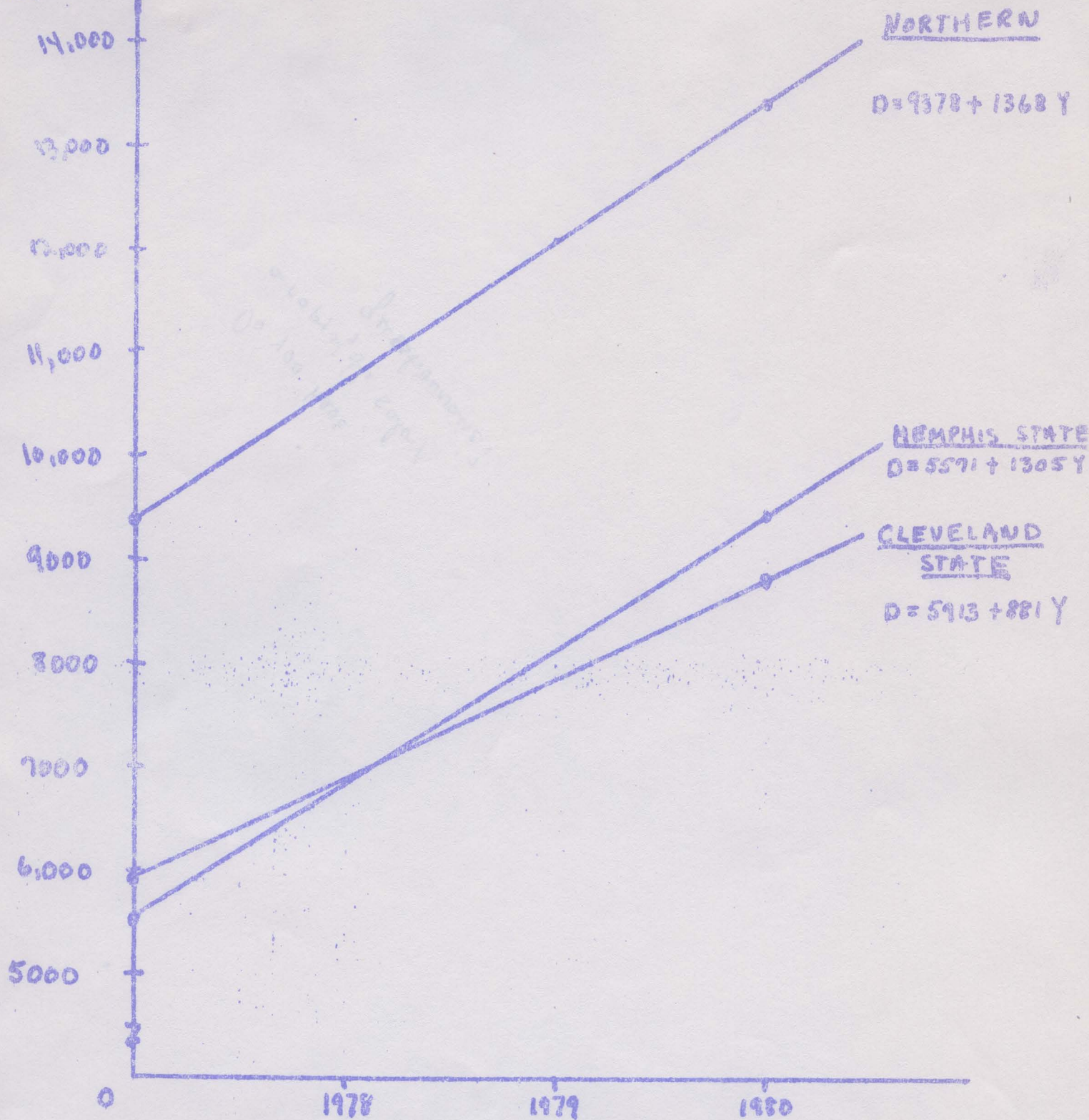






(D)

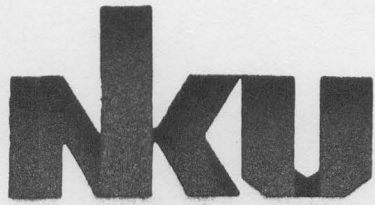
Difference



SALARY DIFFERENCE FOR LAW AND  
NONLAW FACULTY, COMPARISON OF  
BENCHMARK INSTITUTIONS 1975-1980

Academic  
Year  
(Y)





## *Faculty Senate*

### M E M O R A N D U M

TO:  
FROM:  
DATE: April 1, 1981  
RE: Salary Increase

#### Resolution

The Executive Committee of the Faculty Senate recommends that the 9% salary increase be divided in form of cost of living as opposed to merit for this year only. The committee further recommends that approximately 80% of the scheduled increase for this year be divided in equal dollar amounts among the faculty.

Then, given the concern for rewarding quality performance, the University will develop a uniform and equitable policy for evaluation of faculty performance especially as it relates to salary increases for meritorious service.

The Faculty Benefits Committee recommends that the University provide for each full-time faculty member a dental insurance plan with the following provisions:

- 1) coverage of preventive, basic, and major dental services (as commonly defined by carriers of dental insurance)
- 2) a deductible amount of \$25 per individual per calendar year
- 3) a maximum coverage amount of \$1,000 per individual per calendar year
- 4) an option for family coverage